



Making Dentistry Easier.™

Centrix Incorporated

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February 6, 2009

To Members of the Labor Committee:

My name is Donna Rees. I work for Centrix Inc., a dental manufacturer located at 770 River Road in Shelton, Connecticut.

I am writing to voice my opposition to HB-6187, which would require Connecticut employers to provide paid sick leave. This proposal will substantially increase our business costs and could force us to reevaluate the other benefits we provide our employees.

Where do I begin?

First, for financial, competitive and productivity reasons employers need the flexibility to determine what paid time off policies work in their companies and industries.

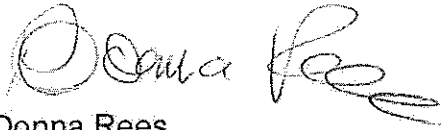
If this bill passes, Centrix would have to make some tough choices. The resources that would be required to implement and maintain this mandate would require me to cut back on our employee recognition and rewards programs, tuition reimbursement and other training and development programs, all of which I believe are more valuable to both Centrix and our employees than mandated sick leave. I think our employees would agree!

We already juggle both state and federally mandated regulations regarding FMLA, WC, ADA, COBRA, etc. When will we learn that placing unnecessary burdens on the employer does not necessarily achieve the desired result for the employee? How many more businesses have to close or move out of CT before we realize that many, if not most CT employers and employees are already working effectively together for their mutual benefit, and mandates like this one throw that delicate balance out of whack.

Mandating paid sick leave will force Centrix to take what we believe is a step (or two, or three!) backwards in the evolution of the already delicate employer/employee relationship building process. We will have to break out sick and personal leave, and may have to do away with personal leave altogether. We will have to start requiring documentation (more loss of trees and increased health care costs passed on to employees!) substantiating the reason an employee needs time off to try to prevent abuse. We will no longer be able to effectively use attendance—a critical component to productivity and the success of our business—as a criteria in employment decisions.

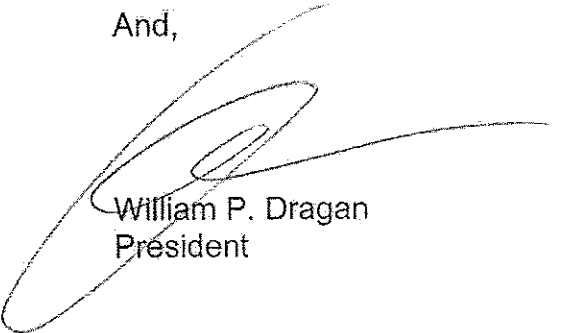
I cannot urge you enough to reject this proposal and work with the business community to control labor and workplace costs in Connecticut. Thank you.

Sincerely,

A handwritten signature in cursive script, appearing to read "Donna Rees".

Donna Rees
VP, Human Resources and Information Technology

And,

A large, stylized handwritten signature in cursive script, appearing to read "William P. Dragan".

William P. Dragan
President